

CABQ Public Safety Hiring Bonuses - Through Decemember 31, 2021

Department	Position	Type	Maximum Hiring Bonus	Payout 1 Amount	Payout 1 Conditions	Payout 2 Amount	Payout 2 Conditions	Payout 3 Amount	Payout 3 Conditions	Eligibility
Police	Police Service Aide (PSA)	New Hire	\$1,500	\$750	Completion of 6 mos of service	\$750	Completion of 1 yr of service	N/A	N/A	No incentive to any person employed by CoA as a PSA in the prior 3 yrs
Police	Dispatchers: 911 & 242-COPS Telecommunication Operator II (C2) Telecommunication Operator II (C2C)	New Hire	\$1,500	\$750	6 mos of service & completion of OJT	\$750	Completion of 1 yr probationary pd	N/A	N/A	No incentive to any person employed by CoA as a police dispatcher in the prior 3 yrs
Police	Dispatchers: 911 & 242-COPS Telecommunication Operator I (C1) Telecommunication Operator I (C1C)	New Hire	\$1,500	\$750	6 mos of service & completion of OJT	\$750	Completion of 1 yr probationary pd	N/A	N/A	No incentive to any person employed by CoA as a police dispatcher in the prior 3 yrs
Police	Police Cadet (PC0)	New Hire	\$5,000	\$1,500	Completion of 4th wk Academy	\$2,000	Graduation from Academy	\$1,500	Completion of OJT pd	No incentive to any person employed by CoA as an officer in the prior 8 yrs
Police	Police Officer Lateral (PD0)	Lateral Hire	\$15,000	\$5,000	Completion of 4th wk Academy	\$5,000	Completion of One-Year Probationary Period	\$5,000	Completion of the employee's 4 year anniversary date from hire	No incentive to any person employed by CoA as an officer in the prior 8 yrs
Fire Rescue	Firefighter Paramedic (3/C Cadet))	New Hire	\$15,000	\$5,000	Completion of first 2 weeks of AFR Trng Academy	\$5,000	Completion of AFR Trng Academy	\$5,000	Completion of 1 year Probationary Period	Previously employed AFR employees not eligible
Animal Welfare	Animal Services Officers (J12)	New Hire	\$1,500	\$750	Completion of 6 mos probationary pd	\$750	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an officer in the prior 3 yrs
Municipal Development	Security Officer (J12)	New Hire	\$750	\$250	Completion of Initial Training Period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an officer in the prior 3 yrs

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Animal Welfare	Animal Handler (B23)	New Hire	\$750	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Animal Handler in the prior 5 years.
Family & Community	Public Outreach Support Coordinator (UN)	New Hire	\$750	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Animal Handler in the prior 5 years.
Family & Community	Teaching Assistant (C26)	New Hire	\$750	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Teaching Assistant in the prior 5 years
Family & Community	Teacher (M12)	New Hire	\$750	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Teacher in the prior 5 years
Planning	Code Enforcement Specialist (M14)	New Hire	\$750	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Inspector in the prior 5 years
Solid Waste	Landfill/Heavy Equipment Operator (B30)	New Hire	\$750	\$250	Certified on Equipment after 3-months	\$500	Completion of 6 mos probationary pd	N/A	N/A	No Incentive to any current city employee or past employees seperated within the past 3 yrs
Solid Waste	Transport Operator (B29)	New Hire	\$750	\$250	Certified on Equipment after 3-months	\$500	Completion of 6 mos probationary pd	N/A	N/A	No Incentive to any current city employee or past employees seperated within the past 3 yrs
Solid Waste	Commercial/Residential Collections Driver (B29)	New Hire	\$750	\$250	Certified on Equipment after 3-months	\$500	Completion of 6 mos probationary pd	\$500	Completions of 1-yr City Services	No Incentive to any current city employee or past employees seperated within the past 3 yrs
Transit	Motor Coach Operator (Q00)	New Hire or Transfer (Probation Completed)	\$1,000	\$500	Completion of 6 mos employment with Transit	\$500	Completion of 1 yr employment with Transit	N/A	N/A	N/A
Various	HVAC Technician (B32)	New Hire	\$750	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a HVAC Tech in the prior 5 years
Various	Planner (E/M15)	New Hire	\$750	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Planner in the prior 5 years. Planning, DMD, Family & Community Services.
Various	Mechanic III (B32)	New Hire	\$750	\$250	Certified on Equipment after 3-months	\$500	Completion of 6 mos probationary pd	N/A	N/A	No Incentive to any current city employee or past employees seperated within the past 3 yrs

Various	Laborer (B15)	New Hire	\$750	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Laborer in the prior 5 yearsAviation, DAC, Parks, DSA, SW, and Transit.
Various	Electrician II (B34)	New Hire	\$750	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Electrician in the prior 5 years (DFCS, Aviation, PRD, DAC, & DMD)
Various	Plumber (B32)	New Hire	\$750	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Plumber in the prior 5 years (Aviation, PRD, DAC, & DMD)
Various	Custodian (B13)	New Hire	\$750	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Custodian in the prior 5 years Aviation, DAC, FCS, Parks, DSA, SW, and Transit.